



# Alcohol and Substance Consumption

## Directive

Scope	Units	Legal & Compliance
	Country	CH, DE, AT, FR, NO, SE
Author	Isabel Schäuble	
Owner	German Grüniger	

Content

**1      Purpose and objectives ..... 3**

**2      Duties and responsibilities..... 3**

**3      Content of the Directive ..... 3**

**4      Entry into Force ..... 3**

**5      Version history ..... 3**

## 1 Purpose and objectives

The safety of our employees and third parties is our first priority. The purpose of this directive is to ensure good working conditions and to avoid injuries and accidents in the interests of employees, the company and third parties. Our commitment to health and safety applies to every employee working with Implenla. We are also committed to the health and safety of the visitors of our premises.

Pursuant to section 1.6 of the Group Table of Responsibilities, the Implenla Executive Committee enacts the directive on alcohol and substance consumption (hereinafter “**Directive**”).

This Directive governs the consumption and the consequences of the consumption of alcohol and other substances which might interfere with the ability to do a job safely and effectively during working hours by Implenla employees and third parties on Implenla premises within Implenla Group. Implenla commits to a zero tolerance policy of alcohol and intoxicating substances during working hours.

## 2 Duties and responsibilities

The provisions set forth in this Directive applies to all staff in the organizational entities at Implenla. They form an integral part of each individual employment contract between Implenla and an employee. This Directive has precedence over any eventual modifications (e.g. house regulations, site regulations, addenda to company regulations, etc.).

## 3 Content of the Directive

It is prohibited to work under the influence of alcohol and/or drugs and/or intoxicating substances. Employees under medication (prescribed or non-prescribed) impairing their performance, reactions, concentration and/or consciousness or waking state are not allowed to work. Employees inebriated by alcohol or those misusing drugs or intoxicating substances are requested to leave work. Their absence of work due to the consumption of alcohol and/or drugs and/or intoxicating substances will be deemed to be an unpaid absence.

The serving, consumption, and/or sale of alcoholic beverages and/or other intoxicating substances during working hours or on Implenla’s premises or at Implenla events are prohibited.

Exceptions from the prohibition of serving and/or consumption and/or sale of alcohol at Implenla premises can be granted by the direct manager and only for special events (Christmas events, department events, etc.).

Requirements for an exemption are:

- Events with alcoholic beverages are arranged at the end of work. Any subsequent work is prohibited.
- After the event, the participants have access to public transport or organized transportation is available.
- Alcoholic beverages are kept under lock and key and the empties are being removed immediately after the event.

An exception from the prohibition of serving, consuming and selling of alcohol during working hours cannot be granted.

The management needs to be informed immediately about all breaches, injuries and accidents or situations that might place a risk to Implenla employees and/or third parties, so that appropriate actions can be taken.

## 4 Entry into Force

This Regulation was approved by the IEC on 22 September 2020 and entered into force on 1 January 2021.

## 5 Version history

Date	Version	Changed content	Approved by
22.09.2020	1.0	First issue	IEC

---